

City of Bakersfield

Summary of Benefits for Fire Safety Unit

Vacation, Holidays, Sick Leave & Other Leaves of Absence (accruals based on 2912 hour per year)					
Vacation:	Years Service	Annually	Max Accrual	Sick Leave:	5.6 Shifts Paid Sick Time per Year
	0 - 4	4.68 24-hr Duty Shifts	336.96 hrs	Military Leave:	Paid military leave for active duty assignments up to 30 days. Salary coordination for active duty assignments for an additional 14 months.
	5 - 13	7.02 24-hr Duty Shifts	505.44 hrs		
	14 +	9.36 24-hr Duty Shifts	673.92 hrs		
Holidays:	6 1/2 Shifts Per Year				
	Earned on a Bi-Weekly basis and paid as follows: 3.25 Shifts by December 1st each year. 3.25 Shifts by June 30th each year.				
Jury Duty:	Employees will receive their regular wages while on Jury Duty.			Sick Leave Conversion:	Upon accrual of 56 Shifts, 1/2 of the years accruals convert to Vacation the other 1/2 will be paid out.
				Accrued Leave Pay-Out:	At termination, vacation and compensatory time paid out at 100%. Sick Leave paid out at 75% for Service Retirement @ 50 w/ 5yrs service, 50% for Disability Retirement.
Personal Leave:					
	Up to 8 hours a calendar year of sick leave for personal necessity.				

Additional Pay			
Uniform Allowance:			Education Pay:
	\$1,300 annually and safety equipment provided.		
Hazardous Materials Pay:			
	\$17 additional per shift for those working as Certified Hazardous Materials Specialist or Technician		
Paramedic Pay:			Minimum Callback:
	5% of Base Pay		
Bilingual Pay:			Fitness Cert. Incentive Pay:
	\$25 Per Pay Period		
			Employees meeting specific physical fitness requirements annually and obtaining certification will receive \$1,300.

Health Benefits					
City contributes 80% of cost for all health plans. Employee costs by plan shown below.					
Medical:	Blue Shield PPO & HMO		Single - Family Bi-Weekly Rates Including Vision:		
	Kaiser Permanente HMO & HMO Deductible		Blue Shield PPO/HMO	61.52 - 185.01	52.75 - 154.88
Vision:	Medical Eye Services (MES) PPO & HMO		Kaiser Perm HMO/HMOD	44.84 - 126.83	39.81 - 114.29
Dental:	United Concordia Dental PPO & HMO Plans		U C Dental PPO/HMO	3.66 - 12.54	1.92 - 5.54
Employee Assistance Program:					
	No cost confidential mental health and work/life services for employee and family provided thru Optum				

Additional Benefits	
Tuition Reimbursement:	
	Tuition reimbursement per departmental approval. Annual maximum \$8,000 for under graduate \$10,000 for graduate.
Retirement Health Savings Account:	
	Employee funded 1% base pay health savings account. City matches contribution beginning year 5 of service.
Group Life Insurance:	
	\$12,000 life insurance policy for Fire Safety Unit personnel. City paid.
Deferred Compensation:	
	457 Plan deferred compensation accounts available with Nationwide and IMCA, including rollover options for 401 K plans.
Flexible Spending Accounts:	
	Section 125 Cafeteria plans available for Medical and Child/Dependent Care expenses.
Credit Union Membership:	
	Membership in Bakersfield City Employees Federal Credit Union available.
FICA Participation:	
	Participation in Medicare, no participation in Social Security.

Retirement Benefits - CalPERS	
* Tier 2: 2% @ 50 Classic Member or * Tier 3: 2.7% @ 57 PEPRA Member	
PEPRA members shall pay 50% of the normal cost of the retirement program.	
City of Bakersfield Classic members rehired City of Bakersfield Classic member of the fire safety unit will receive EPMC after 5 year service.	
*CalPERS determines Classic or PEPRA membership dependent upon hire date and previous CalPERS membership	

All provisions related to Memorandums of Understanding (MOU) are contingent upon completion of Fire Academy and appointment to Firefighter. Some benefits may differ by position or detail. Contact HR for any questions.

This is a summary of benefits. It does not confer any rights upon any employee. Please refer to Municipal Code, Administrative Rules & Regulations and unit MOU for more details.